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**PHILIP MORRIS U.S.A.** **Richmond, Virginia**

**HUMAN RESOURCES** **Inter-Office Correspondence**

**To:** All Department Heads **Date:** November 20, 2001

**From:** Kevin P. Benner

**Subject:** **Organizational Announcements**

Mr. David L. Milby, Senior Vice President Operations Procurement and Services is pleased to announce the following organizational changes, effective immediately:

- Mr. Charles L. Stiff is appointed Director Employee Health and Safety. Chuck joined Philip Morris in 1996 and most recently held the position of Manager, Environmental Health and Safety. Chuck will continue to report to Mr. David E. Merrill, Director Environmental Compliance and Engineering.

  Reporting to Chuck will be:

  - Mr. Eric C. Broughton, Manager Safety and Regulatory Compliance - Richmond Manufacturing Center
  - Ms. Barbara R. Dowdy, Manager Safety and Regulatory Compliance - Richmond Processing Plants
  - Mr. William C. Ours, Manager Safety - Cabarrus Operations
  - Ms. Linda L. Guinn, Manager Safety and Regulatory Complaince – RD&E
  - Mr. Dallas M. Harper, II, Manager Safety and Environmental - York Engineering

- Mr. Kevin A. Connell, Manager Safety for Louisville will continue reporting to Mr. Jeffrey L. Androla, Site Manger - Louisville.

Please join me in extending best wishes to these individuals in their new organization.



Source: https://www.industrydocuments.ucsf.edu/docs/srfk0001